



Rudolf Steiner Centre
Toronto



Annual Report 2018-2019

Deepening our Roots, Broadening our Reach



Message from Robert McKay, Chair of the Board

This was the first year of our current three year strategic plan and I am delighted to report we are largely on track in achieving

the ambitious goals we set for ourselves. I would like to highlight two in particular:

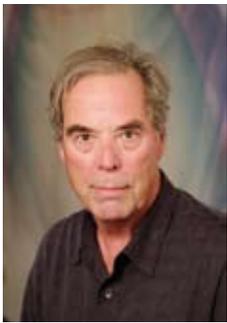
First, with the leadership and support of our remarkable executive director, James Brian, the entire faculty

worked hard to improve the quality of our programs. To support this, James has opened a fresh dialogue with Waldorf schools across Canada, seeking to understand how we can continue to evolve our programs to better meet their needs.

Second, through the resilience and unflagging commitment of director Karen Weyler, we opened our first Waldorf-inspired childcare centre in Guelph under the lovely name “Star Seedlings”.

Lessons learned through this prototype will inform our efforts to open additional Star Seedlings sites across Canada in future years.

On behalf of the Board of Directors, a hearty three cheers to all the staff and volunteers who give so much to this organization, and our sincerest gratitude to our students, program participants and donors. We are relying on your continued engagement as we move into 2019/20.



Message from James Brian, Executive Director

2018/19 was an exciting, busy year. There is a palpable sense of renewed momentum and focus across the organization. I am

proud of what the team accomplished and am looking forward to the coming year.

It is a great pleasure to work in close collaboration with Jan Patterson, co-director, Teacher Education and director, Early Childhood Education. We graduated six teachers in the full-time program this year, including two in the

early childhood stream. In our part-time programs, we graduated four Waldorf teachers and will be graduating 13 early childhood educators in 2020. What a wonderful group of graduates! Jan and I will be eagerly following their careers and contributions to the Waldorf movement over the years to come.

Our November conference on Indigenous Waldorf (115 participants) and our Summer Festival (130 participants) were both successful and well received.

With respect to Foundation Studies, with the support of Director Paul Hodgkins, we ran Encounter

programs in Halton, Guelph, Thornhill, and Vietnam. In the Foundation Distance program, Les Black has done a great job preserving and expanding the legacy left by Gene Campbell.

Supporting the opening of the new childcare centre and submitting the Private Career College application also account for much of my time this past year.

It continues to be my hope that RSCT can become an increasingly effective focal point for collaborative work in anthroposophy in Canada.

RSCT Graduating Classes 2019

L-R: Foundation Studies Hanoi, Early Childhood Teachers Part-Time (2020), Waldorf Teacher Full-Time Foundation Studies Thornhill, Halton and Guelph not shown.



Summer Festival of the Arts and Education

Felting with Kathie Young was a popular craft option



Indigenous drumming and circle dance



Introduction to aerial silks in Movement and Games class



Status of Strategic Plan Goals: Vocational Programs

| Strategic Objectives | Measures | 2018-19 Results | Comments |
|---|---|--|--|
| Objective 1. Increase enrolment in the Waldorf Teacher Education and Early Childhood Education programs to ensure our financial viability | Set progressive annual enrolment targets for each program; track results: | Status of 2019/20 as at June 18 (to be finalized as of August 30) | There continue to be more openings for Waldorf school teachers across Canada than there are trained Waldorf school teachers to fill them. |
| | Full-time Waldorf Teacher Education | 2018/19 – 5 target 2018/19 – 6 actual 2019/20 – 6 target 2019/20 – 7 actual | To that end RSCT is continuing to work to increase our enrollment. In general, enrollment in 2018/19 across our various programs was close to target, with a few exceeding and a few falling short of the targets. |
| | Part-time Waldorf Teacher Education | 2018/19 – 10 target 2018/19 – 6 actual 2019/20 – 13 target 2019/20 – 13 registered | |
| | Part-time Waldorf Early Childhood Education | 2018/19 – 17 target 2018/19 – 17 actual 2019/20 – 13 target 2019/20 – 13 registered | This remains a critical objective for 2019/20. |
| | Summer Festival Program | 2018/19 – 110 target 2018/19 – 116 actual 2019/20 – 120 target 2019/20 – 130 actual | |
| | HEART Remedial Education Part-Time | 2018/19 – 5 target 2018/19 – 2 actual 2019/20 – 8 target 2019/20 – 5 registered | |
| Objective 2. Continuously improve the quality of the Waldorf Teacher Education and Early Childhood Education programs to ensure our graduates thrive in their careers. | 2. a) Percentage of program graduates who work for three years or more in their respective field. | 2. a) RSCT will begin tracking the graduates from 2018/19. | The entire faculty worked hard to identify opportunities for improvements in our core programs. Multiple modifications were made. In addition, James Brian began a new dialogue with Waldorf school leaders through group and individual conversations to learn more on how we can improve. |
| | 2. b) Results of an annual survey of our students, graduates, Waldorf schools and other partner organizations and community members. | 2. b) The first annual survey will go out in the fall of 2019/20. | |
| Objective 3 Register RSCT as a Private Career College in Ontario that can grant vocational diplomas in Waldorf Teacher Education and Waldorf Early Childhood Education | Secure approval from The Ministry of Advanced Education and Skills Development (MAESD) to become a Private Career College in 2018/19. Begin operating as a Private Career College in 2019/20. | The full application is submitted and pending review. We anticipate approval by the end of the 2019 year. | This took longer than expected but the heavy lifting is done. RSCT looks forward to being approved as a PCC in 2019, and beginning to operate as a PCC in time to recruit students to the 2020/21 year. It remains a crucial objective as it will enable us to recruit students who are not already recognized teachers thus expanding our enrollment. |
| Objective 4 Assess the feasibility of offering other anthroposophical vocational diplomas in future. | Report with recommendations submitted to the board of directors in 2020/21. | Initial work is underway to investigate the feasibility of adding anthroposophical vocation programs to RSCT operations in future years. | |

I am filled with creative curriculum ideas that have an anthroposophical foundation. I have more songs in my head than I'll ever know what to do with and I am renewed and refreshed and ready to take on a new year. – Summer Festival student

Status of Strategic Plan Goals: Cultural Outreach

| Strategic Objectives | Measures | 2018-19 Results | Comments |
|---|---|---|--|
| Objective 5 Strengthen and expand the existing Foundation Studies programs | Foundations Distance | 2018/19 – 20 target 2018/19 – 27 actual 2019/20 – 25 target 2019/20 – 11 registered | Foundation Studies Distance programs has continuous intake so more students may yet enrol. |
| | Foundations Encounter | 2018/19 – 30 target 2018/19 – 75 actual 2019/20 – 30 target 2019/20 – 33 registered | Foundation Studies Encounter programs are thriving in many locations . |
| Objective 6 Launch an online adult and continuing learning platform to support present programs such as Foundation Studies and HEART, with an initial focus on teacher mentoring | RSCT launches an online and continuing education enterprise in 2018/19 that is making a profit by 2020/21. | Efforts at launching an on-line learning platform is underway with an initial focus on webinars for Waldorf teachers. We are aiming for a formal launch with a first offering in 2019/20. | |
| Objective 7 Prepare to launch a three-year pilot project of an Anthroposophical Hub in one community in Ontario | Develop a detailed project plan to submit to the board of directors in 2020/21. | Work on this model will begin in 2019/20. | |
| Objective 8 Launch an anthroposophical summer retreat for young adults | RSCT launches a summer retreat for young adults with promotions beginning in 2019/20 and the first retreat held in the summer of 2020/21. | We advertised two retreats but received limited interest. The Glencolton Farms retreat went ahead with 4 participants. | We are revisiting this objective in consultation with Glencolton Farms, reconsidering the age group, and the cost. |

Status of Strategic Plan Goals: Service Work

| Strategic Objectives | Measures | 2018-19 Results | Comments |
|---|---|--|----------|
| Objective 9 Launch a national Waldorf childcare enterprise to meet the needs of parents seeking a high-quality childcare and kindergarten environment for their children | Launch one financially viable childcare centre in Ontario in 2018/2019. Launch two more centres in Ontario over the next two years. | We are on track having opened our first Waldorf-inspired childcare centre in Guelph. We intend to run this prototype until summer of 2020, learning as much as possible from the experience, prior to moving forward to opening a second and third site. | |
| Objective 10 Assess the feasibility of other anthroposophical service work enterprises in future | Submit recommendations to the board of directors in 2020/2021. | Work on this will begin in 2019/20. | |

I wish I had found out about Waldorf education sooner. We need this view of the child for healing. I especially gained a better understanding of anthroposophy. The full-time program was focused on the whole teacher – through the meditative work as a group, the academic learning together with the other students and the artistic practice. The practicums were a real “gem” – being able to spend a number of weeks with a master teacher and see the teaching come to life.

– Wahsonti:io Hill, ECE Focus, Six Nations of the Grand River

RSCT Financial Snapshot for 2018-19

The following financial snapshot shows the profit/loss for each RSCT program. Viewing our financial records in this manner is helping us better understand the viability of each program. Our goal is to ensure that each program is independently viable.

Complete audited financial statements are available for viewing upon request.

| | | |
|--------------------------------|------------|---|
| Teacher Education Full-Time | -\$42,934 | |
| Teacher Education Part-Time | \$41,955 | |
| Early Childhood Part-Time | \$37,682 | |
| Foundation Studies Distance | \$4,846 | |
| Foundation Studies Encounter | \$21,642 | Thornhill Wednesday and Saturdays, Halton, Guelph |
| HEART | -\$1,725 | Program in restructuring; surplus expected for 2019/2020 |
| Summer Festival | -\$9,579 | Fees from part-time students not included; surplus expected for 2019/2020 |
| Waldorf Development Conference | \$8,080 | |
| Other Revenues | \$79,276 | Mulock Foundation, fundraising |
| Administration | -\$175,764 | Rent, utilities, office, etc. |
| <hr/> | | |
| Annual Operating Balance | -\$36,521 | |
| Investment in Star Seedlings | \$97,959 | |
| Other RSCT Assets | \$610,000 | |



Photo above: Felting with Kathie Young. Front cover photo was taken during the 2019 Summer Festival and features Olivia, who was one of nine Korean students who took part. The back cover photo is also from the 2019 Summer Festival.

Gift Appeal, Please Donate

As we step closer to 2020, we would like to express our deep gratitude to our community of volunteers and supporters. Thank you for your ongoing help and inspiration.

Particular thanks to those who also support the Centre financially. Your gifts help make it possible for us to proceed with much needed initiatives which will only later become self supporting.

One such project has been Star Seedlings Family and Childcare Centre in Guelph which we hope will become a prototype for many more.

Today there are families where both parents need to work. When they go looking for daycare we want Waldorf to be one of their options.

On pages four and five of this report we track progress on the many other projects and priorities we have identified together at strategic planning meetings in 2017 and 2018.

We are particularly looking forward to Private Career College status, as that will allow us to once again admit students with no prior teaching experience, which in turn will mean larger full-time teacher education classes.

We thank you for recognizing our need and supporting this work towards a more spiritual future.

Please donate online through the giving link on the rsct.ca website. Or send us a cheque. Thank you.

RSCT Opens Its First Childcare Centre - Star Seedlings in Guelph



First location for Star Seedlings on Speedvale Avenue in Guelph



Through the dedication and hard work of director Karen Weyler (photo above) RSCT opened its first Waldorf-inspired childcare centre, Star Seedlings Family and Childcare Centre, in Guelph, Ontario. Located on a lovely property, the Centre is open from 7 am until 6 pm and provides excellent care for children aged 18 months to 5 years.

Karen and her team have created a home-like oasis where early childhood is honoured as a foundational phase of human development. The Centre's beautiful environment, caring relationships and surrounding natural world provide calm and consistency, supporting children in exploring and discovering their world.

Through the lessons learned at the Guelph site, Karen is developing an anthroposophical approach to family and childcare centres that RSCT will expand in the coming years.



Grand Opening May 2019, with Guelph MPP Mike Schreiner (middle)



